

ITEM # _____

PREPARED BY _____

APPROVED BY: _____

RESOLUTION REQUIRING THE LAYOFF OF 100 GENERAL FUND EMPLOYEES ON OR BEFORE JUNE 30, 2009 IN ACCORDANCE THE CIVIL SERVICE MERIT ACT'S LAYOFF PROCEDURES. SPONSORED BY COMMISSIONER J. W. GIBSON.

WHEREAS, The Civil Service Merit Act in Section 12-44 states "Notwithstanding the other provision of this article, if conditions in any department or office of the county or the financial condition of the county necessitates a reduction in the workforce, the required reduction shall be in such class or classes as the appointing authority designates."

WHEREAS, To balance the General Fund operating budget for the fiscal year beginning July 1, 2009 a reduction in expenditures is necessary; and

WHEREAS, Personnel costs make up approximately 70% of all General Fund expenditures; and

WHEREAS, The Administration has recommended a reduction in the workforce of 100 employees as one of the expenditures reductions; and

WHEREAS, Those layoffs would be distributed between the elected officials based on their pro rata share of the total number of permanent positions in the proposed FY2010 General Fund operating budget; and

WHEREAS, The layoffs need to occur no later than June 30, 2009 in order to fully impact FY2010.

NOW THEREFORE BE IT RESOLVED, BY THE BOARD OF COUNTY COMMISSIONERS OF SHELBY COUNTY, TENNESSEE, That 100 General Fund employees shall be laid off on or before June 30, 2009 as listed in the attached schedule by elected official in accordance the with Civil Service Merit Act's layoff procedures.

BE IT FUTHER RESOLVED, That each elected official shall notify the Human Resources Administrator of the individuals to be laid off by May 1, 2009 to provide these employees reasonable notice and to give a reasonable time for Human Resources to assist these employees in any way possible.

BE IT FURTHER RESOLVED, That the position from which each employee is laid off shall be eliminated from the FY2010 budget.

BE IT FURTHER RESOLVED, That any elected official may chose to eliminate any permanent General Fund position becoming vacant between March 1, 2009 and May 31, 2009 to meet their required number of layoffs.

BE IT FURTHER RESOLVED, That any Elected Official may provide for layoffs required by another Elected Official.

A C Wharton, Jr.
County Mayor

Date: _____

ATTEST:

Clerk of County Commission

SUMMARY SHEET

I. Description of Item

The County Commission requested that the Mayor's Administration provide recommendations to balance the Fiscal 2010 General Fund budget without raising property taxes. On February 25, 2009, the Mayor's Administration provided recommendations to balance the Fiscal 2010 General Fund budget as requested. The recommendations included a layoff of at least 100 employees and it was noted that such layoffs would have to occur prior to July 1, 2009 to accomplish the required expenditure reduction. In order to give elected officials time to determine who to layoff and to give those employees reasonable notice and assistance, this resolution requires notification to Human Resources of the employees to be laid off by May 1, 2009. This resolution requires the layoff of 100 General Fund employees by June 30, 2009. However, it allows elected officials to count positions vacated between March 1, 2009 and May 31, 2009 to help reduce the number of employees laid off.

II. Source and Amount of Funding

Not applicable

III. Contract Items

Not applicable.

IV. Additional Information Relevant to Approval of this Item

Administration recommends approval of this resolution.